

**August
5 & 6, 2015**



EEOC
Training Institute
...Learn from the Experts

REGISTER NOW!

www.eetraining.eeoc.gov

Fee - \$349 per day

Early/Online Discount
\$329 (\$658 both days)
for on-line registration or if
payment is received by July
20, 2015.

ENHANCE YOUR EEO KNOWLEDGE!

Attend the **2015 EEOC Chicago Area Seminar** sponsored by the EEOC Chicago District Office.

This year's exciting and informative seminar will be held at the recently renovated **Hilton Chicago Northbrook**.

2015 EEOC Chicago Area Seminar

U.S. Equal Employment Opportunity Commission

2015 SEMINAR LOCATION

[Hilton Chicago Northbrook](#)

2855 N. Milwaukee Ave.
Northbrook, IL 60062
Phone 847.480.7500

Who Should Attend?

- Human Resources
- EEO Managers & Staff
- Attorneys
- Managers & Supervisors
- State & Local Officials
- Union Officials
- Federal EEO Staff
(seminar approved for EEO
Investigator Refresher credit)

*Seminar includes
a CD of 2000+ pages,
a complete EEO LIBRARY!*



COME TO THE SOURCE!

EEO training you cannot afford to miss!

Join EEOC for a two-day seminar on the latest developments in EEO law and best practices from experts who enforce the law.

Questions about the seminar? Contact Maria Flores, Program Manager, phone (414) 297-3594, fax (414) 297-4133, or maria.flores@eeoc.gov.

2015 EEOC Chicago Area Seminar

Wednesday, August 5 and Thursday, August 6, 2015

QUESTIONS ABOUT REGISTRATION?

1.703.291-0880

1.866.446-0940

TTY# 1.800.828.1120

fax 518.615.8422

eeoc.traininginstitute@eeoc.gov

www.eeotraining.eeoc.gov

Cancellations, Refunds, No Shows

Cancellations received more than **10 business days** prior to the seminar are eligible for a refund less a \$35 processing fee. No shows are not eligible for a refund. Substitutions may be made prior to the beginning of the seminar.



We've Gone Green!

Electronic copies of the seminar materials will be made available online prior to the seminar. A link will be emailed to registered participants who provide an email address. Participants that are unable to access the link should contact Maria Flores, Program Manager, at 414.297.3594 or maria.flores@eeoc.gov.

Training Institute Policies - Code 15CHI01

PREPAYMENT IS REQUIRED PRIOR TO TRAINING

PAYMENT - \$349 per day (\$698 for both days) Fee includes seminar, lunch, refreshments at breaks, and an eight-volume 2015 EEO library on CD. **PAYMENT MUST ACCOMPANY REGISTRATION. EEOC Tax ID # 52-0812909**

GET A DISCOUNT PRICE OF \$329 PER DAY (\$658 for both days) BY:

1) registering on-line with a credit card up to the day before the seminar, or
2) registering early, by mail or FAX, with payment by July 20 (day 1) and July 21 (Day 2). Check or faxed credit card registrations received after July 20 and July 21 will be charged \$349. NOTE: All credit card charges will be listed as EEOC Training Institute on your statement.

Federal and State and Local Government Registrants: Please note: To request an invoice (to secure payment via check or credit card) **please e-mail, telephone or fax your request to the EEOC Training Institute.** Confirmation of the event is only issued after payment is received by the EEOC Training Institute.

Federal Government Registrants Using IPAC (Intra governmental payment and collection): Federal agencies must complete the EEOC's Inter Agency Agreement Form (IAA Form) at the time of registration.

REGISTRATION - Register at www.eeotraining.eeoc.gov. Credit card and electronic bank check registrations will receive immediate confirmation.

You may also **MAIL** your registration application with payment to **EEOC TRAINING INSTITUTE, 6841 ELM STREET, SUITE 1092, MCLEAN, VA 22101** OR **FAX** your registration with payment to 518-615-8422.

REGISTRATION QUESTIONS - Visit the website www.eeotraining.eeoc.gov or contact our customer service staff at 703.291.0880 or toll free 1-866.446-0940; or send an email to eeoc.traininginstitute@eeoc.gov for more information. TTY# 1.800.828.1120

CONFIRMATION - Registrants will receive written email or fax confirmation upon receipt of a completed registration application and payment. Space is limited, so register early, preferably at least 14 days prior to the seminar. Late registrations will be accepted on a space-available basis. **Confirmation email should be brought to the event.**

REASONABLE ACCOMMODATION REQUESTS - If you need an accommodation, please note it on the registration form and we will contact you.

2015 EEOC Chicago Area Seminar

Agenda - Wednesday, August 5, 2015

Schedule:
8:00 AM - Registration
9:00 AM - Program Starts
4:00 PM - Program Ends
Lunch Provided

8:00 AM Registration and Continental Breakfast

9:00 AM Opening Remarks

9:15 AM Top Ten Issues For Employers to Watch For at EEOC in 2015

Chicago employment attorney, Barry Hartstein, who closely monitors EEOC developments on behalf of employers, will provide an update on key EEOC statistics, key settlements and a "top ten list" for employers to monitor, including: pregnancy discrimination, challenges involving criminal history, religious accommodation, EEOC challenges to wellness programs, and directed investigations under the Equal Pay Act and Age Discrimination in Employment Act.

Barry A. Hartstein, Partner, Littler Mendelson, PC

10:30 AM Morning Break

10:45 AM National Origin Discrimination: What You Need to Know

With the continuing influx of immigrants into the United States, employers are facing more and more issues related to their employment, including national origin discrimination, immigration-related issues, and English-only policies. We will address these and other pressing issues in the overlap of employment and immigration law.

*Jose Behar, Partner, Hughes Socol Piers Resnick Dym, Ltd.
Laura Feldman, EEOC Trial Attorney, Chicago District Office
Scott Gilbert, Shareholder, Polsinelli PC*

12:00 PM Conference Luncheon

1:15 PM Sex-Based Discrimination against Lesbian, Gay, Bisexual & Transgender Employees

Earlier this year, EEOC issued a landmark ruling in *Lusardi v. Secretary, Department of the Army*, finding discrimination against a transgender employee to be unlawful sex discrimination under federal law when she was denied use of the women's restroom and referred to by male pronouns. And the agency, along with three other federal agencies, recently stated unequivocally that Title VII's prohibition of sex discrimination protects persons who have been discriminated against based on sexual orientation, as well. These developments are representative of a new era in employee rights that employers need to learn quickly. Experts will explore this new and developing area of the law.

*John Knight, Senior Staff Attorney, ACLU LGBT Project
Justin Mulaire, EEOC Trial Attorney, Chicago District Office
Craig Thorstenson, Partner, Ford Harrison*

2:30 PM Afternoon Break

2:45 PM Pregnancy Discrimination: The Intersection of Title VII and the ADA

Now that the Supreme Court issued its ruling in *Young v. UPS*, what does it mean for employers in terms of accommodating their pregnant employees? Are employers required to provide all accommodations to pregnant employees that they provide to their disabled employees? Find out the implications of this very wide-reaching decision and learn about an employer's legal obligations under state law as well.

*Lorie Chaiten, Director, Reproductive Rights Department, ACLU of Illinois
Brandi Davis, EEOC Trial Attorney, Chicago District Office
Tom H. Luetkemeyer, Partner, Hinshaw & Culbertson LLP*

4:00 PM Adjourn, Training Certificates Distributed

Credits: HRCI recertification credits will be sought. Each day of the seminar meets the yearly refresher training requirement for federal agency EEO investigators.

2015 EEOC Chicago Area Seminar

Agenda - Thursday, August 6, 2015

Schedule:
8:00 AM - Registration
9:00 AM - Program Starts
4:00 PM - Program Ends
Lunch Provided

8:00 AM Registration and Continental Breakfast

9:00 AM Opening Remarks

9:15 AM Retaliation: Squelching Employees' Ability to Report Discrimination

The EEOC has always taken seriously attempts by employers to prevent employees from filing charges or cooperating in EEOC investigations. But the agency has recently taken the matter to a new level in challenging employment and separation agreements that prohibit employees from participation in the EEO process. Learn what the pitfalls are for employers in this area of the law, including dealing with work-related complaints made in cyberspace.

Lori Deem, Partner, Outten & Golden LLP
Deborah Hamilton, EEOC Trial Attorney, Chicago District Office
Thomas M. Wilde, Shareholder, Vedder Price

10:30 AM Morning Break

10:45 AM The EEOC Mediation Program: Your Partner in Workplace Solutions

Join our ADR team and professional mediator Michael Nathanson in this highly-interactive workshop where you will learn how to make the most of your mediation experience. Through the demonstration of a mock mediation and other interactive exercises, you will learn several important communication skills which will help you better negotiate the outcomes you want in any setting. Come find out why more and more employers consider the EEOC Mediation Program their partner in workplace solutions.

Julie Bretz, Supervisory ADR Attorney, EEOC Chicago District Office
Michael Nathanson, Principal, Cadwallader Corp.

12:00 PM Conference Luncheon

1:15 PM Accommodating Employees' Religious Beliefs

Religious discrimination continues to be a challenge in the workplace due to our increasingly diverse workforce. What are the consequences for employers as a result of the Supreme Court's recent opinion in *EEOC v. Abercrombie & Fitch*? Just how far do employers have to go to accommodate their employees' religious beliefs when they may conflict with business goals?

Aaron DeCamp, EEOC Trial Attorney, Chicago District Office
Rabya Khan, Staff Attorney, Council on American-Islamic Relations
Alisa B. Arnoff, Principal, Scalabrino & Arnoff, LLP

2:30 PM Afternoon Break

2:45 PM Ask the Experts

This is your chance to ask your most pressing EEO questions of experts from EEOC, Illinois Department of Human Rights, Department of Labor, and the Office of Federal Contract Compliance Programs. Come prepared to get answers to your toughest questions.

Julianne Bowman, EEOC Chicago District Director
John C. Hendrickson, EEOC Chicago District Regional Attorney
Alisa B. Arnoff, Principal, Scalabrino & Arnoff, LLP
Representatives from IDHR, DOL and OFCCP (invited)

4:00 PM Adjourn, Training Certificates Distributed

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2015 EEOC CHICAGO AREA SEMINAR

Event No.
15TCHI01

Have you attended an EEOC-sponsored seminar, course or conference in the last 5 years? Yes No

Employees at your facility?

- Under 50
- 50-99
- 100-249
- 250-499
- 500-999
- 1,000+

Your Organization:

- Federal Gov't
- State/Local Gov't
- Private

Your Position:

- Attorney
- EEO Director, Manager, Supervisor
- EEO Professional (Investigator, Counselor, Specialist)
- HR Director, Manager, Supervisor
- HR Staff
- Mediator, ADR
- Other Manager, Supervisor
- President, CEO, Owner
- Union Representative
- Other _____

How did you learn about this seminar?

- Brochure in mail
- Colleague
- EEOC event
- Email
- Website/Internet
- Newspaper / Newsletter
- Professional

Person Filling Out This Form (if different from registrant):

Name _____ Tel. # _____

Email _____

REGISTRATION FORM: Please use a separate form for each attendee

Enrollment for **Days 1 and 2, August 5 and 6, 2015 (2 days)**

Enrollment for **Day 1 only, Wednesday, August 5, 2015 (1 day)**

First Name _____ MI _____ Last Name _____

Title _____

Organization _____ Suborg _____

Address _____

City _____ State _____ Zip _____

Email _____

Business Telephone () _____ (if TTY, please check here)

Fax No. () _____ Company/Agency Tax ID Number _____

Do you require a reasonable accommodation, due to a disability, to attend? No Yes

Describe the accommodation or special diet needed: _____

PAYMENT AMOUNT

One Day \$349 / \$329*

Two Days \$698 / \$658*

***Discount price of \$329/\$658 only available for online registrations up until the day before the seminar** and for mailed checks or mailed/faxed credit card payment registrations received by July 20 and 21, 2015. *Mailed/faxed credit card registrations received after July 20 and 21, 2015 will be charged \$349/\$698.*

PAYMENT TYPE

Credit Card MasterCard Visa American Express Discover

Account # _____ Exp. Date _____

Card Security Code (3 or 4 un-embossed digits near signature block) _____

Cardholder Name (please print) _____

Signature _____

Cardholder Email _____

Cardholder Address _____

Check Payable to EEOC Training Institute

State/Local Government Agencies: Contact EEOC Training Institute to request an invoice to secure payment via check or credit card. Please call 1.866.446.0940 or send an email to eeoc.traininginstitute@eeoc.gov.

Federal Government Agencies must complete the EEOC's Inter Agency Agreement Form (IAA Form) at the time of registration. Please call 1.866.446.0940 or send an email to eeoc.traininginstitute@eeoc.gov.

PREPAYMENT IS REQUIRED PRIOR TO TRAINING

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- ▶ **ON-LINE** at www.eeotraining.eeoc.gov **MAIL to:** EEOC Training Institute
6841 Elm Street
Suite 1092
McLean, VA 22101
- ▶ **FAX to 518.615.8422**
for discount price with credit card or electronic
check payment by August 3, 2015

3 ways to register

2015 EEOC CHICAGO AREA SEMINAR

TOP 5 REASONS TO ATTEND

SEMINAR LOCATION

[Hilton Chicago Northbrook](#)

2855 N. Milwaukee Ave.

Northbrook, IL 60062

847.480.7500

SEMINAR DATES

August 5, 2015

August 6, 2015

Daily Seminar Schedule

8:00 AM - Registration

9:00 AM - Program Starts

4:00 PM - Program Ends

Lunch Provided

Hotel Lodging

Registrants are responsible for their own lodging arrangements.

Special EEOC Seminar Rate

Available at:

Hilton Chicago Northbrook

2855 N. Milwaukee Ave.

Northbrook, IL 60062

Reserve your room by July 14, 2015 to secure the "EEOC Seminar" rate of \$119/night, plus tax.

A limited number of discounted hotel rooms are available on August 4, 5 and 6, 2015.

Group Code: USE

Group Name: EEOC Seminar

Reserve online by clicking [here](#) or going to www.hilton.com and entering **Group Code "USE."**

You may also call 847.480.7500 and provide group code or group name.

EEOC offers you the best value for your training budget:

- **Prepare for tough HR decisions** concerning disability and accommodations, wages, leave and return to work, and retaliation.
- **Improve your company's bottom line**, saving money, time and resources with smart policies, happy employees and a productive workplace.
- **Learn best practices** from experts who will keep your approach to EEO up to speed with the latest changes in the EEO laws and innovations and changes in the workplace.
- **Meet the people who enforce the laws** and discover how EEOC and other government agencies analyze key EEO issues.
- **Receive your own EEO Library**, a searchable eight-volume Resource Guide.

Directions to Hilton Chicago Northbrook:

Located at the intersection of Milwaukee Avenue (Route 21) and Winkelman Road, Hotel is South of Willow Road, North of Lake Avenue and just West of the Tri-State Tollway (294)

From O'Hare Car Rental Area: From Mannheim Road, South of O' Hare.....Take Irving Park East to 294 North. From Mannheim Road, North of O' Hare... go South on Mannheim back to main road entering O' Hare. Proceed South on Dorothy Coleman Drive to I-90 East. Continue to 294 north. Exit at Willow to Milwaukee, South on Milwaukee ½ mile, Hotel is on left.

From Downtown Chicago: 90/94 West to O' Hare/Rockford, 294 North/Milwaukee, WI; Exit at Willow Road, West on Willow Road to Milwaukee, South on Milwaukee ½ mile, Hotel is on left.

From the West: 90 East to 294 North; exit at Willow Road, West on Willow Road to Milwaukee Avenue, South on Milwaukee ½ mile, Hotel is in left.

From the North: 94 East to 294 South; exit at willow Road, West on Willow Road to Milwaukee Ave., South on Milwaukee ½ mile, Hotel in on left.

From the South: 294 North; exit at Willow Road, West on Willow Road to Milwaukee Ave., South on Milwaukee ½ mile, Hotel is on left.

